

Moderator: Good afternoon, everyone, and thank you for joining us on this week's COVID-19 Teamster update for affiliates and staff. To get us started this afternoon, general president Jim Hoffa. Mr. Hoffa?

Jim Hoffa: I just want to thank everyone for joining us on this call. This is the eighth week we've been doing this. Some of you are going – we're all going through the same thing. We're all on the _____. The most important thing is for _____ safe so they can go out and represent their members _____ do their job. And I know all of you are doing that.

We've got a couple of important days today. Today is National Nurses' Day, and I think that's an _____ how important nurses are during this epidemic that we've had, how brave they are, and especially _____ nurses that we have several thousand Teamster nurses throughout the country, and the great job that they do, so hats off to them.

I'd also like to mention that May 1 was International Workers' Day. There were demonstrations all across – solidarity demonstrations all across _____ talking about workers' rights, especially in this climate with regard to the virus. So those are important things.

Also, we _____. Iain Gold and his department have established a site. It's called www.SolidarityIsEssential.com. That's www.SolidarityIsEssential.com. Dial that in. It talks about what rights you have, whether you are a member of the union or not, with regard especially to a safe workplace. These are extremely important things during these difficult times.

Today, as we have in the past, _____ directors _____ going on in their division. First of all, we'll have Rome Aloise, our dairy and food processing director, Ron Herrera from port divisions, _____ engineers, and Denis Taylor, our UPS director.

Now this COVID crisis has caused a difference for all of us. It hits different industries differently. We're fortunate to have a lot of people still working, but we've made sure when they work, whether it's UPS, whether it's Sysco, whether it's _____ bakery division, food processing, and brewery, _____ have safe workplaces, and so far, it's not perfect _____ don't have a union fighting for them.

Also, we know the _____ impacts are so different. We have certain employers that are actually hiring during this period of time. We have other employers that are just barely holding on, trying to get a

government loan. And we have other big companies laying off people, and that's true at MGM and Disney. So we're going through different times for different people, but we will get through this together.

We know we have a lot of people working at UPS, Costco, Sysco, bakery, but we also have people laid off at casinos, conventions, movies, Disney, and rental car. Those are areas that are being hit pretty hard.

So when we open back up, and that's the talk right now, is what are we going to do when we open back up? Now we know that we've been working hard at UPS, Costco, and places like that, because we've worked throughout this. But there were places where we'll be going back to a new beginning, where people have not been working and going back. And it's important there that we make sure before they go back that we have a safe workplace, that we make sure that we have gloves, hand sanitizers, masks, disinfected areas, observing the six foot difference with regard to that.

One company, we actually moved the time clock to make it better access, so we wouldn't have bunching up around the time clock. A number of places, and I know it's true in a number of companies, they basically have directions and marking, what is six feet, for certain people. I think that's an important development. And when we start opening up, we have to make sure that those things are true with regard to the companies that have been closed.

Also in the news has been what's going on at Smithfield. Smithfield in South Dakota is a national scandal. Over 800 people tested positive in one location. That's incredible. Obviously, they were not doing anything properly, and I don't know what's going on out there. We've reached out and talked with UFCW. We have our people out there finding out what's going on.

But I talked to the Secretary of Labor, saying that OSHA's got to step in there. We have to have new standard tests, make sure people are well before they go back to work, before they go back to Smithfield. So that's got to go back. It's got to go back to a safe place.

The same thing with Tyson Foods. We're hearing many, many people there are shut down and are going back, and we're demanding through the media, even though they're not our members yet, trying to get leadership there that when they do go back, they are tested, see whether they're positive, and make sure

it's a safe workplace.

All these things are very, very important as we reopen. But the most important thing as we reopen, the difference between being a union employee and not is amazing, because where are we seeing the real bad events? At places that are non-union, like Smithfield, where people are being bludgeoned back to work into an unsafe area.

So we've got to make sure that this is a good time. We see some opportunities here. So many people are scared to go back to work. Those people that don't have unions and a number of groups of people are reaching out to the Teamsters to say, I think we need a union now, because we have to have a safe workplace. We have to have a voice on the job. And that's very, very positive with the labor movement, and it's what we should be doing.

We're also seeing a number of places where there's – they aren't union, but people are basically out there demonstrating. We've seen demonstrations at Amazon, McDonald's, Target, and XPO, where people are working in unsafe workplaces, and we're making sure that we're giving voice to their fears and to make sure something is done about this.

Throughout this whole area, the media plays an important role to put the spotlight on these employers that are bad actors. We've got a lot of work to do here. We've got a big agenda. We've got a lot of information for you. And now I want to turn this over to our secretary-treasurer, Ken Hall. Ken?

Ken Hall:

Thank you, Jim, and good afternoon, everyone. I hope you're all safe and have been taking all the proper precautions that we've been talking about for the past several weeks. And I'm sure that LaMont will have more information for all of this this afternoon.

These are uncertain and uneasy times, but I assure that the international will continue to serve the locals and membership to the best of our ability. I'm continuing to keep very close tabs on the finances at the IBT and the effects of the pandemic. Right now, I can report that things are stable. The income is down, but so is spending. So if anything changes drastically, I will let you folks know.

As always, please don't hesitate to contact my office if there's anything you need. So I don't want to keep you long, because I

know how busy you all are. So with that, I'd like to turn it over to the president of Teamster Canada, Francois Laporte.

Francois Laporte: Thank you very much, Ken, general president Hoffa, brothers and sisters from across North America. Good afternoon. Let's start my report number eight on some good news. As I mentioned last week, a certain number of our industries have reopened, and we are monitoring the situation, and we are making sure that extreme precautions and safety measures are applied. And we want to make sure that our people, the people we represent, and all workers, are safe when they go back to work.

We can also – I want to also mention that the retail stores are also in reopening mode. Some jurisdictions, some provinces have announced that the elementary schools will reopen. We are working hard with the authorities to enforce protective measures and equipment for the school bus driver, and we want to make sure that they are safe and they will not be infected by the virus.

Our construction sector is also reopening, whether it is residential, industrial, or in the infrastructure.

One thing that the government has announced recently, it is financial assistance for the agriculture sector, more particularly for the dairy, the poultry, and the beef industry. Keep in mind that we represent a lot of workers in these three industries, so this is good news for us.

Long term care centers, hospital centers, our members are still struggling. They are at the forefront, and it is a very difficult situation for them. Just for you to realize, 90 percent of the people who are dying in Canada are people who are living in long term care centers, so it is a very difficult situation. Unfortunately, some of our members have been infected, and some have decided not to report to work, and some jurisdictions have requested the assistance of the Canadian Force, so it is a very difficult situation for the long term care and hospital sector.

The package and delivery sector, our members are still very busy, since more people are buying online. A sad note. We've got significant numbers of our members who have been infected at UPS, and more particularly at the Purolator center in Calgary. We are handling the situation. We are dealing with the employers and the local authorities to help our members and support them.

Traveling-wise, travel restriction between provinces are still in

place. Some jurisdictions have eased the circulation between cities, but there are still some limitations for some regions. The border between Canada and the United States is still closed, with the exception of essential travelers.

One mention regarding the truck drivers, the trucking industry. The hours of service for the truck drivers has been reestablished. If you remember, a couple of weeks ago I had mentioned that the Canadian government granted the industry some exemption regarding the application of the hours of service for truck drivers. Now this exemption is gone, and we are back to normal hours of service for the truck driving industry.

I want to finish on two special things. One, regarding the Teamsters Canada Foundation, so last week, we announced that the foundation will give \$300,000.00 to various food banks across the country. So we have identified 12 food banks, and the money will be forwarded to these charities pretty soon. And the announcement was very well-received here in Canada.

In conclusion, the last point, the Canadian government has announced the creation of a national COVID-19 supply council. the chair of that council will be the Minister of Public Service and Procurement. The goal of that council is to provide the government advice on supply chain for goods and PPE. Seventeen members from various sectors will be on that committee, on that council. And as president of Teamsters Canada, I have been appointed to serve on that council, and it is a great recognition of the role played by all Teamsters members during the crisis.

So again, for more information, I invite you to follow Teamsters Canada on our website on our various social media. So that concludes my report, and I will now introduce the IBT safety and health director, LaMont Byrd.

LaMont Byrd:

Thank you, Francois. So good afternoon, everyone. I'd like to provide you with a brief update on the health and safety related issues concerning the response to the COVID-19 crisis.

As you – I'm sure you're all aware, there's a major push nationwide to reopen states for business. The manner in which this is being done varies widely, from very tight restrictions to essentially what was business as usual prior to the pandemic hitting our shores.

Some of these reopening strategies are political and economic decisions that are contrary to the general opinion of scientists and

medical experts. Health and safety professionals are very concerned that opening the states too soon or too broadly will result in a worsening in the spread of the virus and increased numbers of cases of illness, need for medical care, and death.

The American Industrial Hygiene Association and other members of the safety and health community are working on developing science-based processes to lift some of the restrictions that we're now living under, but in a manner that minimizes the risk of increased illness and death. A few key elements of the reopening process include evaluating the work environment and reconfiguring workstations to allow for physical distancing of at least six feet between workers, increasing ventilation, implementing enhanced cleaning procedures, encouraging employees to enhance their hand washing and personal hygiene habits, encouraging sick workers to stay home, requiring workers to wear face coverings and use PPE as needed, and implement policy, such as isolation, enhanced cleaning and disinfection of work areas, if a worker tests positive or exhibits symptoms while at work.

This is a work in progress, and as it nears completion, we will share the recommended practices with you all.

On Monday, there was a meeting involving several labor unions, including the Teamsters, the National Institute for Occupational Safety and Health, and OSHA, to discuss the respirator disinfection processes that are acceptable to OSHA. OSHA indicated that if the respirator disinfection process was associated with an emergency use authorization that's issued by the Food and Drug Administration, the agency would not cite an employer who implements this practice, providing the procedure for disinfection was probably followed.

As I reported last week, there are several techniques that have been discussed, but vaporized hydrogen peroxide is currently the preferred disinfection technique being used to disinfect single use respirators. The National Institute for Occupational Safety and Health also recognizes vaporized hydrogen peroxide as an approved technique, but added that if a respirator manufacturer develops an alternative technique and there's data showing that the technique works, the agency would likely view it as acceptable.

The union's requested that OSHA and NIOSH conduct research to provide more information on the effectiveness of using disinfection procedures for single use respirators. The safety and health

department continues to develop fact sheets, checklists, and other information that can be accessed on the Teamster website at Teamster.org/COVID19.

And last, I'd like to encourage local union representatives and others on this call to share this important information with your members. Direct them to the website and suggest that they review and download this useful information that's been developed by the IBT staff. I'd like to now take this opportunity to introduce Rome Aloise, director of our food processing and dairy divisions. Rome?

Rome Aloise:

Thank you, LaMont. Good afternoon, everyone. I'd like to start off with a non-dairy, food processing announcement, that yesterday in the City of San Diego, LA, and San Francisco, along with the state attorney general, filed a lawsuit against Uber and Lyft for their misclassification situation, enforcing AB5, which is the state law we have now. This is especially important because the state has decided to pay unemployment benefits to our gig economy workers here, and they're paying millions and millions upon millions of dollars to these people who would starve to death otherwise. However, of course, their employers haven't put a dime into the system.

So we're going after them pretty heavy because of a push from us, Teamsters, SEIU, and UFCW, predominantly, to do that. So that's just going on. That ought to be a very interesting lawsuit.

So on the dairy side of the conference, we have spent the last month or month and a half dealing with the Dean Foods bankruptcy that involved about 5,500 of our members across the country. And that was a very interesting and complicated negotiation, dealing with not only Dean Foods, who was actually doing the negotiations and running interference for their buyers, but also a number of large dairies that we already deal with, Prairie Farmers and Dairy Farmers of America.

So those two were the predominant purchasers. Frankly, it was like doing a ten dimensional negotiation, trying to negotiate over Zoom, conference calls, emails. I can tell you, it was a new experience, very complicated, and dealing with time zones from Hawaii to New York. Throw that into the mix, and it added up to some very long days. And then mix in the 70 local unions that were involved, it was very complicated. And without staff, Ian Gold and Raven Hall and a number of other uncounted staff people at the IBT working on this, we never could have gotten it done.

In the end, we were able to save over 4,000 jobs, close to 4,500 jobs, by negotiating a deal with DFA and Prairie Farms that in most cases – well, in all cases kept wages, scheduled wage increases that were in contracts, and increases for those contracts that were expiring, kept the collective bargaining agreements in place for every local union that was involved, kept health care for the most part in place. Union companies that were covered or contracts that were covered for union plans kept their union plans. They have no increases until starting in January of 2021. The rest will be mapped and go into the respective company plan at the same cost that they were paying now.

And in some cases, we were able to keep the pension, which was for the majority of the people we saved, they kept their pension plan, the Western Conference of Teamsters pension plan, and a couple of other units will have the right to transfer into the Western Conference if they so choose. They'll also go into one of two Teamster 401(k) plans.

So although it's very distasteful to negotiate in a bankruptcy situation because you have your hands tied behind your back, and they know they've got all the leverage with the jobs, we were able to save the vast majority of the jobs with as little harm as we could do, and I think it was as far as these things go a victory. I will say in my own local union, ironically, I was one of the groups that we couldn't find a buyer for, and I lost 300 members, effective May 1st. So that was a hard pill to swallow after doing all of this.

We're now dealing with the Borden's bankruptcy, another dairy company. One was the biggest. Dean was the biggest. And Borden's is the oldest dairy company in the United States. That seems to be a whole different type of bankruptcy that won't be on the fast track that the Dean's was, and we're dealing with that as it comes on. We just sent a notice out to all the involved locals of what's happening there, and we'll keep you posted.

On the food processing side, as you know, much the same as Francois said, we have a myriad of different types of companies in food processing, from canneries in the West and the Pacific Northwest to frozen food processing and chicken and beef processing, from slaughter house to that type of thing. And each one has had its different problems. As you heard earlier, things started out slowly with PPEs and how they were dealing with that.

The canneries, and I'm talking about companies like Kraft, Heinz, Campbells, Del Monte, Diamond Foods, were all fairly quick to

get PPEs in, because they're worried, obviously, about any problems with their product. I'm not sure they were so interested in our members. But we were on top of them from the beginning. Most have now put in up to date protocols, sanitation, hired extra sanitation people that are walking around every half an hour sanitizing every frequently touched surface. And where social distancing is possible, that's happening, but in some of these situations, it's not possible, so what they've done in some operations is install plexiglass dividers between the people that hopefully will be effective and work.

We've had frankly I think a few cases in the canneries. We have had some – only one shut down over the hazards, but has reopened. Otherwise, the numbers of infected members have been very low, thankfully. That company that shut down was Sunsweet, and they have now reopened under a full safety protocol. Most of these employers all have provided hazard pay through our pushing hard on them to our members there, and that is in different forms, hourly increases and bonuses also.

We have in the meat packing area Cargo, who does our frozen foods, they supplied, much the same as everybody else, and fairly quickly, the PPEs. The Colorado area's been running good, versus the JBS packing plant in Colorado that they shut down completely because of unsafe conditions and outbreaks. So our unit in Colorado is doing fairly well, and they're closing one day a week to super clean the facility, and coming back.

Great Western Sugar, not so good. A company that we've been battling with that has not really supplied PPE, and we've made some progress, but nothing to my liking that's good. So the most – other, ConAgra has worked out various procedures that we're working with, and working with actually the federal government. And JBS Pilgrim's Pride has also brought in PPEs due to our pushing and the pushings of our locals.

Last but not least to talk about is the large Tyson beef plant in Amarillo, Texas. And that plant has complained, our local has complained over and over again about initial lack of safety equipment and social spacing. And for the first few weeks, it was okay, and now we're having almost 15 percent absenteeism on each shift there, and we're talking about shifts of 2,000 people each. So it's a large operation, but has not been shut down. The local is fairly confident that they've gotten to a point where the company is moving forward with all the safety precautions that are needed, but it hasn't prevented a number of our members from

coming down with the virus and taking off.

So it's not great in food processing. It's always going to be a problem. The opening – order to open up the meat plants didn't help, because it made some of these employers feel like they were emboldened and had insulation from everything else, and our pushback on them. But at least to our locals' credit, most of them have complied now, and we're just moving forward.

Whether – we've got a lot of people laid off in the West specifically, with, like everybody else, from supply, food service, our canneries that supply to institutional operations, like restaurants, and that type of thing, are very slow. And we're told that they have told the growers to cut their production by 25 percent this year. And obviously, that affects a lot of our other companies that we have that supply these things.

So that's all I have, and I'd like to introduce Ron Herrera, the director of the port division. Ron?

Ron Herrera:

Thank you, general president Hoffa and general secretary-treasurer Hall. I hope everyone is staying safe as we get through this crisis together.

The port division, which includes myself as the new director, secretary-treasurer of local 848, Brother Eric Tate, as assistant director, and Crystal Romero as the division coordinator, have been working hard on behalf of our members, as well as the misclassified port truck drivers who are fighting to become Teamsters.

As the COVID-19 crisis worsens, there are many challenges. The port division is addressing the needs of this essential workforce. First, in collaboration with the Los Angeles County Federation of Labor, the Federation's nonprofit partner Labor Community Services, and the Los Angeles County Food Bank, our division conducted a distribution event for port truck drivers in the Port of Los Angeles.

At this event, we not only handed out food, but much needed PPE, mainly custom Teamster masks. We were able to accommodate approximately 1,000 port drivers with food for them and their families. My thanks to everybody who helped make this event successful. We are currently working towards hosting another food and PPE distribution event at the end of this month.

The division is also excited to report that we are looking into providing COVID-19 testing in partnership with St. John's Mobile Clinic. Unfortunately, cargo coming in through the Ports of Los Angeles and Long Beach has decreased approximately 30 percent because of the pandemic. This means that there is not enough work for port drivers right now to make a living wage. As a result, many drivers are struggling financially. Due to misclassification, these drivers are not being paid for any of their wait time at terminals between loads. Drivers are still being charged for truck payments, truck insurance, parking, taxes, and diesel, despite the loss of work and personal revenue.

One of the big fights we have is that drivers have not been provided with PPE by the trucking companies. Also, they do not have access to health insurance and paid sick leave. These are essential workers that are moving vital cargo which is needed during this pandemic.

Here's how we are addressing these issues. Our organizers have engaged with the drivers and are encouraging them to apply for unemployment insurance, as well as providing key information and resources through our social media networks. We are specifically guiding them through the application process. The division has engaged directly with California Governor Gavin Newsom and the California Labor Commissioner Julie Su to ensure misclassified port truck drivers have access to unemployment insurance.

We are engaging with Los Angeles Mayor Eric Garcetti and his staff on making sure that the mayor's emergency orders cover our misclassified port drivers. Through our political clout with Joint Council 42 and the Los Angeles Federation of Labor, our division was successful in classifying port drivers as essential workers in Los Angeles. Thus, the division is arguing that port drivers should receive the same benefits as other essential workers, no matter what their classification, employment status, is.

We are also major participants in a multi-union labor collaborative working with Mayor Garcetti and the LA Port director, which centers around addressing current and future work in the port. Fortunately, I sit as one of the co-chairs of this collaborative, and Brother Tate and Coordinator Romero sit as committee members. Also, Teamsters are well-represented in the LA Mayor's Labor Task Force which meets via Zoom every Saturday to discuss labor needs during this pandemic.

We are currently working on moving a city-wide policy forward in

both Los Angeles and Long Beach to make sure misclassified drivers have access to employee-type benefits.

In closing, I want to thank everybody who is helping with this important work, especially the workers, who've continued to speak out and stand up during this pandemic. Also, I wish to acknowledge the communications team that has successfully brought national attention to the mistreatment and abuse of port drivers in this unfair and discriminatory system. Thank you, and that concludes my report. At this time, I would like to introduce vice president Dennis Pierce.

Dennis Pierce:

Thank you, Brother Ron, and thanks to general president Hoffa and general secretary-treasurer Hall today for the opportunity to speak to the group.

The locative engineers and trainmen division of the Teamsters Rail Conference is made up of roughly 31,000 active members working nationwide in freight and passenger or commuter operations. Roughly 90 percent of those members work in freight, and the remaining 10 percent work in passenger or commuter operations. The freight side has been one of our greatest challenges since the pandemic began. The vast majority of freight railroads have refused our efforts to expand paid leave for those in quarantine or off sick, and they have refused in many cases to relax long-standing attendance policies.

As a result, we are concerned that sick employees continue to go to work just to make a living or to keep from getting fired for poor attendance. Freight carriers have also been sporadic at best in providing pandemic appropriate PPE and cleaning supplies. For the group's information, freight trains traveling across the country change operating crews at six locations, and at many of those locations, as a result of the carriers' actions, crews are forced to climb into the cab of a locomotive that could have been occupied by a sick employee for up to 12 hours with no employer-provided cleaning supplies.

The general committees of the **BLET**, which are our bargaining units on each railroad property, are working daily with rail carriers to rectify these situations at these locations, and in some cases they've even purchased PPE and cleaning supplies to distribute to their members. At the same time, the nation's rail carriers have sought and been provided with regulatory relief from the Federal Railroad Administration. As a result, certain safety regulations have been relaxed on speculation of manpower shortages, even

though most class one freight carriers continue to furlough operating employees on a daily basis.

For example, one carrier, BNSF, currently has over 5,500 operating employees furloughed, in large part due to the same downturn in business that Brother Ron spoke to. Instead of bargaining on hazard pay for those employees still working, the nation's rail carriers continue to demand that all rail unions negotiate concessionary work rule agreements, using the downturn in rail traffic as justification. While rail traffic is down over 22 percent this week compared to the same week in 2019, it does not mean that the nation's rail carriers are not profitable. We will continue to fight these railroad efforts to obtain concession, and we do that on a daily basis.

On the good news side, the nation's passenger and commuter railroads have worked well with our bargaining units to develop ways to avoid furloughing employees, and although there is still room for improvement and work to be done, they've also been more proactive in providing PPE and sanitizing the workplace. That does not mean that there have not been COVID-19 cases and related deaths in the passenger and commuter operations, but most operators are working with the rail unions to make improvements.

In closing, I have to give a shout out to all rail conference Teamsters. They are the ultimate essential employees. They continue to move the nation's passengers and goods every day that are vital not only to our nation's survival, but most importantly, to our nation's recovery. Thanks again to general president Hoffa and general secretary Hall for this opportunity to share our issues with the group. And with that, I will turn it over to Denis Taylor.

Denis Taylor:

Thank you, Brother Pierce. Thank you, Jim, Ken.

As most of you are aware, the new 95 protections negotiated in the latest master agreement require that our local unions or their designees get signatures from each of our driver members in June of this year to determine whether they wish to maintain the protections of the 95 language. We've decided that the difficulty complying with the social distancing regulations while obtaining these signatures requires an adjustment to the language of our agreement.

So with this in mind, the following MOU was agreed to yesterday with corporate labor and the package division, and I'll just try to read off a couple of the bullets. One, due to the pandemic and

social distancing concerns, the new 95 list due on 6/5/2020 need not be provided as required by article 37, section 1C. Two, the current lists for the 1/15/2020 to 6/15/2020 period will remain in effect until November 15 of 2020. This includes the original list provided in January and any subsequent additions or deletions since then.

Three, eligible drivers may continue to add or delete their names from this list as per article 37. And four, any local union may opt out of this MOU for one or more centers by providing a new list by 6/5 of 2020. In that case, the local will have to follow the language in article 37 and the 95 letter of agreement dated 10/2 of 2019.

Unless this agreement is extended, the regular language as per article 37 and the 95 letter of agreement dated 10/2/2019 for over 95 list will apply for the list due on 1/5 of 2021. In laymen's terms, the current list will stay in effect unless you choose for whatever reason to provide them with a new list by the required dates. This should alleviate necessity for any of us to go out and try to obtain signatures from each of our members.

Just as an aside, we're experiencing peak – actually greater than peak volumes in many areas of the country. Companies have told me that there is over a 40 percent increase in the number of stops year over year. This has created quite a problem. In a number of our centers, drivers are working many, many hours in many areas, and we're trying to do whatever we can to try to alleviate it, but it is difficult because of the training situation and the ability of the company to get on car to be able to train new hires and so forth and so on. So we're keeping an eye on this, and anybody experiencing any serious issues needs to contact the division as soon as possible.

And I won't keep you any longer, so let me turn this back over to general president Jim Hoffa.

Jim Hoffa:

Well, thank you, Denis, and thank you, all the directors that gave very good reports. Appreciate what you did. We're making a lot of progress here. You know, it's like everything else. Every time we make progress, there are new challenges. But I know that our union can make sure that we meet them, and we're going to do it again. Until next week, let's stay strong, stay safe, stay united, stay Teamster strong. Thank you.

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